

EQUAL OPPORTUNITIES POLICY (including Early Years)

At The Junior & Senior School, we aim to ensure that every pupil and member of staff is given an equal opportunity to achieve their full potential, and to take full advantage of the School's facilities and activities. We also believe that each individual is entitled to learn, teach or work in a supportive environment, free from prejudice or discrimination of any form.

ADMISSIONS

- The School treats every application for admission in a fair and equal way in accordance with this policy and the School's Admission Policy. Although a selective School (from Early Years 2 and above), each application will be considered on its merits in accordance with the School's selection criteria based on an applicant's ability, aptitude and behaviour.
- The School accepts applications in line with the Admissions Policy and does not exclude pupils on the basis of gender, race, culture, parental status, religion, sexual orientation or special educational needs / disability, providing facilities allow.
- Parents must inform the School when submitting the Application Form of any special circumstances relating to their child which may affect their child's performance in the admissions process and/or ability to fully participate in the education provided by the School. The School will not offer a place to a child with disabilities if, after reasonable adjustments have been considered, the School cannot adequately cater for or meet their needs.

IMPLEMENTATION

- We encourage every member of our School to respect and value the customs and beliefs of every child and their family.
- The different backgrounds of children and adults are a valuable and rich resource, which should be utilised as much as possible.
- We want all children to feel positive about themselves and to take pride in their family history.
- Every member of the School community should feel that their language or dialect is valued.
- Provision will be made, wherever possible (a) for children for whom English is an additional language so that they may achieve their full potential, (b) for children with special educational needs, and (c) for children with moderate physical disabilities and/or medical conditions.
- We will teach by example, positive attitudes towards a multicultural society.
- We encourage close home/school liaison, which we believe is beneficial to all concerned.

REPORTING AND MONITORING

- The Leadership Team has the responsibility for monitoring and recording all issues that are raised under this policy.

Educating since 1944

THE JUNIOR SCHOOL
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- Staff members may raise Equal Opportunities issues directly with the Principal/Head of The Junior School or Senior School, or via the Grievance Procedure.
- Pupils may raise Equal Opportunities issues via staff or via the Student Council.
- Parents/guardians may raise Equal Opportunities issues with the Head of Year/ Year Group Leader or Principal or Head of The Junior or Senior School as outlined in the School's Complaints Procedure.
- All members of the School community who want to raise Equal Opportunities issues regarding the Principal should contact the Board.

PUPILS

- Wherever feasible, access to the School curriculum and extra-activities is given to all pupils.
- Direct discrimination, indirect discrimination, harassment and victimisation are considered to be unlawful.
- Records are kept of pupils' grades, groups, awards and extra-curricular activities. Form Tutors will keep Equal Opportunities issues in mind when reviewing these records.
- Staff members are also encouraged to challenge any cultural, gender or sexual orientation bias or stereotyping that may arise during the course of their work.

CURRICULUM

- Equal opportunity is raised and explained as part of the PSHE and Religious Studies programmes.
- PSHEE is taught in such a way that pupils are encouraged to talk openly about matters that may arise from an Equal Opportunity issue.
- In Careers education, steps are taken which counter-balance gender stereotyping, e.g. women are invited to represent career areas traditionally viewed as male and vice versa, when possible.
- Discriminatory remarks made by children, parents or staff members are unacceptable and action will always be taken. It is, however, recognised that in our youngest children, the comments can be harmless and due to a lack of understanding. We help children to understand that discriminatory behaviour and remarks are hurtful and unacceptable through PSHEE, R.E., assemblies, pastoral work and generally in all aspects of school life and in the curriculum.

TEACHERS/STAFF

- Appointments are made according to good Equal Opportunities practice. Posts or positions of responsibility are awarded after they have been advertised internally and externally, either as hard copy or electronically.
- All staff are treated equally on a daily basis.

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- The School values diversity amongst staff. In all staff appointments the best candidate will be appointed based upon strict professional criteria. Any member of the appointment panel who knows one of the candidates should declare this in advance.
- Posts of responsibility and pay awards are made taking into account equal pay legislation.
- The School has a Counsellor who may, through her contact with pupils, become aware of an Equal Opportunity issue. At her discretion, she may raise this with the Principal after discussing any confidentiality issues with the pupils concerned.
- Staff may also access the service of the counsellor if they feel the need for support

TRAINING

- All members of staff are encouraged to take advantage of any appropriate training opportunities which may arise either in School or which may be run by external agencies. Staff all have equal access to professional development (please refer to separate Staff Charter)

DOCUMENT CONTROL:

Reviewed: June 2019

To be reviewed in June 2022

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